Government of
Saskatchewan

Annual Report
2000-2001

Saskatchewan
Post-Secondary Education
and Skills Training

102-00297/

Annual Report 2000-2001

Saskatchewan Post-Secondary Education and Skills Training

The annual report of
Saskatchewan
Post-Secondary Education
and Skills Training
for the period April 1, 2000 to March 31, 2001

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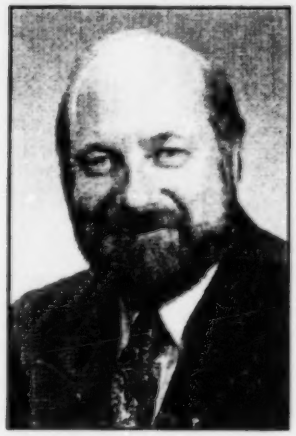
Letter of Transmittal



March 31, 2001

The Honourable Dr. Lynda M. Haverstock
Lieutenant Governor
Province of Saskatchewan

Your Honour:

I have the honour to present Saskatchewan Post-Secondary Education and Skills Training's annual report for the period April 1, 2000 to March 31, 2001. The financial information included in the report was prepared by the department in accordance with guidelines of the Department of Finance.

Respectfully submitted,

Glenn Hagel
Minister of Post-Secondary Education and Skills Training

Letter of Transmittal

March 31, 2001

Honourable Glenn Hagel
Minister of Post-Secondary Education
and Skills Training

I have the honour to present the Annual Report of the Department of Post-Secondary Education and Skills Training for the period April 1, 2000 to March 31, 2001. This report is a transitional document. *The Tabling of Documents Act* was amended last year to change the reporting period from the academic or school year to the government fiscal year. Since last year's annual reporting period was from July 1, 1999 to June 30, 2000, there will be some overlap identified and reflected in this report.

I am pleased to report significant progress by Post-Secondary Education and Skills Training in the second year as a pilot department developing and implementing a sector-wide strategic plan, in keeping with the government-wide Accountability Framework. This year's annual report is organized by the goals and objectives outlined in the April, 2000 draft of our collaborative, sector-wide strategic plan which appears on page 8 and continues to be a "work in progress".

The priority that the Government places on education is reflected in the increased support provided in the March, 2001 provincial Budget. The $494.066 million investment in post-secondary education and skills training is 10 largest in this province's history. This funding supports post-secondary priorities on access, quality, affordability and capacity.

During the year under review, the province's Centenary Fund, designed to leave a legacy for future generations, assisted many post-secondary institutions with capital projects and technology enhancements, including:

- An $11 million investment at the University of Regina to expand the Education Building;
- An $800,000 investment in Saskatchewan's eight Regional Colleges to enhance access for students in their home communities and bring learning to the learner through technology;
- A $600,000 investment in SIAST to increase access to on-line training and services for students; and,
- A $500,000 investment at St. Thomas More College in Saskatoon, a $475,000 investment at Campion College in Regina, a $185,000 investment at St. Peter's College in Muenster, and a $45,000 investment at Luther College in Regina for on-line training and services.

An important priority is increasing support for Technology Enhanced Learning (TEL) initiatives, and implementing a collaborative action plan. This includes the development of a virtual "Campus Saskatchewan" to expand Internet learning opportunities and services with sector partners.

Another milestone was the official opening of SIAST Wascana Campus. For the first time, the campus brings together more than 2,000 full and 8,000 part-time students, and 350 employees from eight Regina locations. SIAST Wascana Campus is the only technical institute in Western Canada located near a university and research park. This proximity will help SIAST and other post-secondary partners create new approaches to learning and new opportunities for innovation in what is being described as the "Knowledge Corridor".

Members were appointed to the Board of Directors of the new, industry-led Saskatchewan Apprenticeship and Trade Certification Commission. Enrolment in the trades has increased by 5% in the last year and by 56% since 1995.

Improvements to student financial assistance continue. The province began negotiations with the federal government to integrate the delivery of the Canada and Saskatchewan Student Loan programs. Once the negotiations are completed, a Saskatchewan student will have an integrated loan supported by two governments and administered by a single agency, as well as access to improved interest and debt relief benefits.

The Graduate Tax Credit was introduced which allows a one-time provincial income tax credit of $350 for qualifying graduates who obtain employment in Saskatchewan. It is expected to benefit between 8,500 and 11,000 graduates each year. In addition, provincial education tax credits totalling $19.1 million provide important financial assistance for students and their families.

Recommendations of the SIAST Review and the Regional Colleges Review are being implemented and continue to be valuable planning tools for the sector.

The department offers career and employment services to citizens through 20 offices located across the province. Several official openings of these offices were held this year. Greater public access through the *SaskNetWork* web site and the Career Information Hotline was also provided this year.

Discussions began on the development of a Post-Secondary Aboriginal Education and Training Action Plan to increase the access and success of Aboriginal students. Additional funding was provided for Aboriginal apprenticeship initiatives and training programs to ensure residents can take advantage of employment opportunities in the expanding forestry sector, and, a new Northern Health Access Program to improve access.

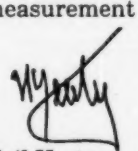
In response to labour market needs, the Nursing Education Program continues to provide more training opportunities.

Evaluations are done to assess and improve department programs and services for Aboriginal people and health professionals, as part of implementing a sector-wide *Evaluation Policy and Framework*. An evaluation of the Provincial Training Allowance was completed during the year. Evaluations of the JobStart/Future Skills program, Employability Assistance for People with Disabilities program, the Canada-Saskatchewan Agreement on Labour Market Development and the Construction Career Development program began. An evaluation framework for assessing Career and Employment Services and the Skills Training Benefit was also developed.

The separation of support services formerly shared with the Department of Education, namely Communications, Human Resources, Finance and Operations, and Corporate Information and Technology, was completed during the year. These services are provided across the department and are an integral part of the department.

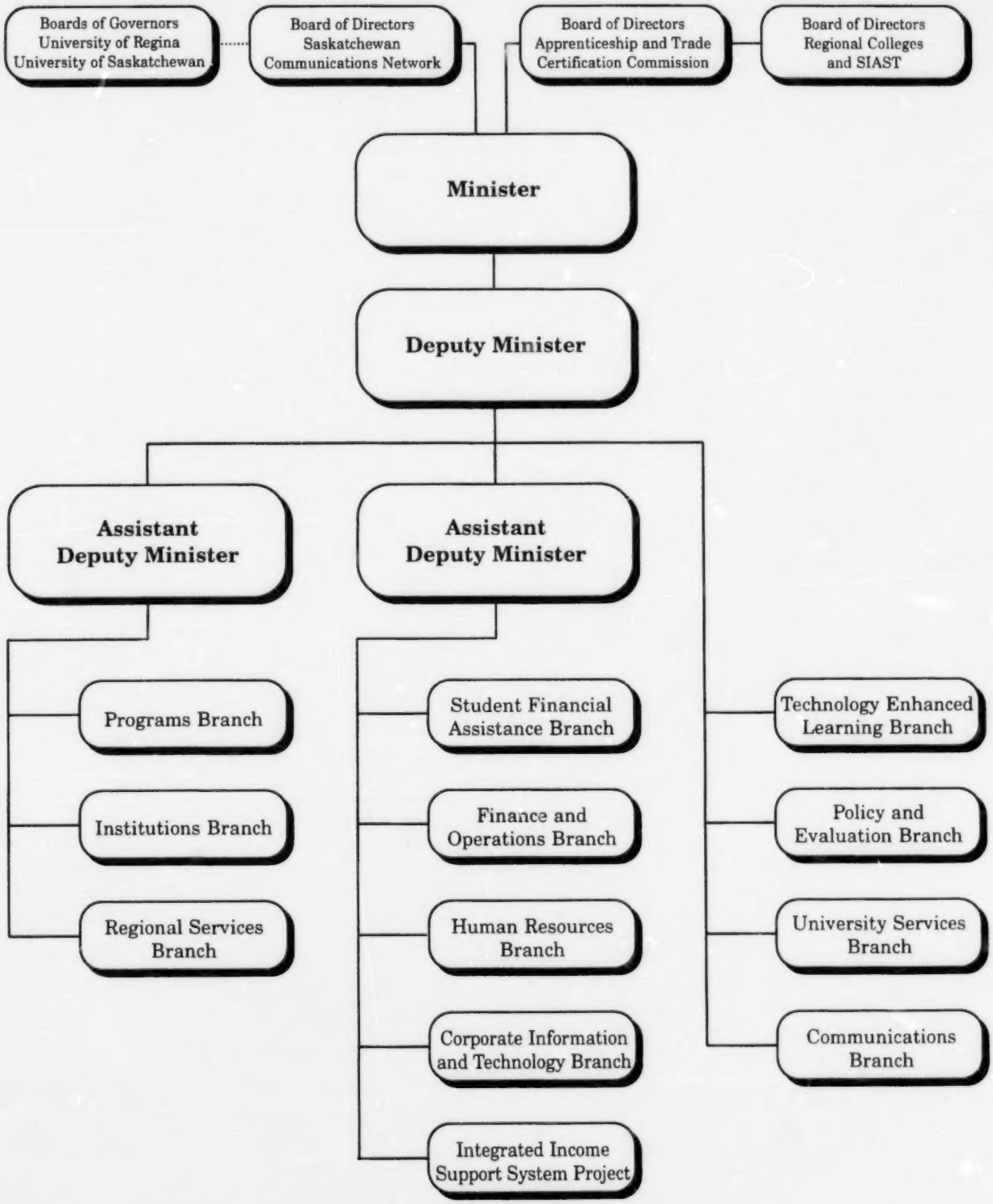
A Post-Secondary Education and Skills Training/Fransaskoise Community Liaison Committee was established to address post-secondary education, training and employment issues affecting the Saskatchewan Francophone community.

The department will continue to work closely with post-secondary education and skills training partners to implement the department's Sector Strategic Plan, notably through performance measurement and enhanced public reporting.



Neil Yeates
Deputy Minister of Post-Secondary Education and Skills Training

Department Organization — January 2000



Department Organization

The department works in collaboration with a wide range of sector partners to plan, develop, deliver and implement post-secondary education and training programs and services.

Programs Branch

The branch is responsible for the development and implementation of quality training and employment programs to respond to the basic education, work experience and skill training needs of Saskatchewan adult learners, including employers and workers.

Institutions Branch

The branch works collaboratively with SIAST, Regional Colleges, Private Vocational Schools, the Apprenticeship and Trade Certification Commission, Saskatchewan Indian Institute of Technologies (SIIT), and Dumont Technical Institute (DTI) to advance the goals of the department's Sector Strategic Plan.

Regional Services Branch

The branch oversees the development and operation of the provincial network of Canada-Saskatchewan Career and Employment Services. The 20 offices, located throughout the province, work with a variety of key partners to provide an integrated and expanded system of employment services and career planning information for all Saskatchewan residents.

University Services Branch

The branch is responsible for the design, development, implementation, and evaluation of government's strategic involvement with the province's university sector and the Aboriginal institutions delivering university programs.

Student Financial Assistance Branch

The branch administers several federal and provincial programs, which provide repayable and non-repayable financial assistance to qualified Saskatchewan residents enrolled in approved courses of study.

Policy and Evaluation Branch

The branch provides policy development, strategic planning, research and information, and evaluation services to support the department's priorities for post-secondary education, skills training and labour market services.

Corporate Information and Technology Branch

The branch manages the development, operation and maintenance of a broad range of information technology and systems, including data bases, networks and automated systems, to enable department staff and post-secondary education and training partners to carry out their responsibilities.

Technology Enhanced Learning Branch

The branch is responsible for working with the post-secondary sector and other partners to support the appropriate use of technology, encouraging system-wide collaboration and innovation to encourage new approaches to teaching and learning using technologies.

Human Resources Branch

The branch provides advice, support and leadership in the strategic planning, development and management of department human resources.

Finance and Operations Branch

The branch performs a leadership and service role in financial planning and analysis, policy and procedure development, administration, capital and asset planning, and, legislative and contract administration in support of sector-wide programs and priorities.

Communications Branch

The branch provides leadership in developing department communications strategies in support of the strategic directions for the post-secondary education and skills training sector in Saskatchewan that reflect government-wide priorities.

Integrated Income Support System Project

The project is looking at the department's various income support programs, including program simplification, collection of relevant information, service improvements and communication improvements.

Legislation

The Minister of Post-Secondary Education and Skills Training has responsibility for the following Acts which define the department's authorities and responsibilities:

The Ancillary Dental Personnel Education Act (to be repealed in 2001)

The Apprenticeship and Trade Certification Act, 1999

The Department of Post-Secondary Education and Skills Training Act, 2000 (Proclaimed September 1, 2000)

The Private Vocational Schools Regulation Act, 1995

The Human Resources and Labour Act, S4.01

The Regional Colleges Act

The Registered Music Teachers Act

The Saskatchewan Indian Institute of Technologies Act (Proclaimed July 1, 2000)

The Saskatchewan Institute of Applied Science and Technology Act

The Student Assistance and Student Aid Fund Act, 1985

The University of Regina Act

The University of Saskatchewan Act, 1995

The Post-Secondary Graduate Tax Credit Act

Progress Report on Accountability

Department Strategic Direction

The department has drafted and continues to refine a multi-year, sector-wide strategic plan in keeping with government-wide direction for greater public accountability as outlined in the 1999 Throne Speech. The department's goals and objectives were developed collaboratively with partners and stakeholders through a sector-wide strategic planning process.

The complex relationships between the department, Minister and sector are governed by statutes respecting our education and training institutions and their mandates. Public accountability is governed by statutory requirements and public expectations, with significant differences between education and training institutions and partners. These differences are accommodated and respected through the collaborative, sector-wide planning process.

Vision Statement

Through continuous learning, all Saskatchewan people have the knowledge, skills and abilities to benefit from and contribute to society and the economic prosperity of the province.

Principles

The post-secondary education, training and employment services sector includes (but is not limited to) students and learners; universities; SIAST and Regional Colleges; private vocational schools and trainers; the Apprenticeship and Trade Certification Commission; First Nations and Métis Institutions and organizations; community-based organizations; industry, professional and labour associations; employers; and the Department of Post-Secondary Education and Skills Training. The sector holds as guiding principles:

- **The Value of Education:** Learning is a good in and of itself.
- **Quality:** All aspects of the sector meet social and individual expectations, meet or exceed recognized professional/technical standards, and compare favourably with other jurisdictions.
- **Responsiveness:** The sector anticipates and reacts in a timely manner to individual, social and economic needs.
- **Accountability:** The sector is accountable to the people of the province for meeting its responsibilities.
- **Equity:** The sector uses inclusive approaches to achieve equitable opportunity and success.
- **Access:** The sector's programs and services maximize access within available resources.
- **Partnerships:** Partners in the sector work collaboratively, recognizing that each partner has different but complementary roles and responsibilities.
- **Sustainability:** The sector is maintained within the available resources through long-term planning, effective management and fiscal responsibility.
- **Shared Responsibility:** All participants involved in the sector have responsibility to contribute to positive outcomes.

How We Work Together

The post-secondary education, training and employment services sector:

- Works together to operationalize articulated values and principles.
- Works formally and informally as a comprehensive, articulated system with system-wide leadership and policy direction from Post-Secondary Education and Skills Training and with responsibility for programs and services distributed among institutions, private vocational schools, community-based organizations, and First Nations and Métis Institutions.
- Provides programs and services according to clearly defined roles, minimizing overlap.
- Functions using a broad-based, multi-sectoral approach.

Department Mandate

The department provides leadership and support to the post-secondary education, training and employment services sector as defined by and described in *The Department of Post-Secondary Education and Skills Training Act, 2000*.

Department Goals and Objectives

The 2000-01 annual report describes Post-Secondary Education and Skills Training's objectives, measurable outcomes that move us toward our goals, and reports our accomplishments.

The process of implementing the government-wide Accountability Framework, as a pilot department, has involved ongoing consultation with sector partners and the development of a strategic plan. The multi-year plan will continue to be refined and changed collaboratively as "a work in progress" and as public priorities, expectations and circumstances change.

Achieving Our Stated Goals and Objectives for 2000-01

This annual report (2000-01) outlines what we did to meet the expectations described in last year's annual report (1999-00). The goals and objectives published in that report are:

GOAL 1: The province has a sustainable high quality post-secondary education, training and employment services sector.

Objective

1.1 Ensure effective leadership and governance.

1.2 Continuous improvement through planning, aligning planning and resources, and performance measurement.

1.3 Improve communications, reporting and public awareness.

GOAL 2: The sector meets the needs of individuals and communities.

Objective

2.1 Maintain the capacity of Saskatchewan post-secondary institutions, programs and services.

2.2 Increase participation and employability of underrepresented groups to contribute to a representative workforce.

2.3 Maintain financial accessibility to post-secondary programs, services and employment

2.4 Increase the success of individuals in programs and services.

GOAL 3: The sector meets the needs of employers and industry, and contributes to economic growth.

Objective

3.1 Improve the responsiveness of the sector to develop and maintain a skilled workforce.

3.2 Increase employer and industry involvement in human resource planning and development.

3.3 Increase the mobility of learners and workers within and outside the province.

GOAL 4: The sector contributes to the discovery, integration, application, and transfer of knowledge.

Objective

4.1 Recognize and promote the value of basic research, and increase research and development to support provincial priorities.

4.2 Increase the use of research and technology to support social and economic development.

The goals and objectives for the reporting year 2001-02 form "Appendix A" of this report.

Department Accomplishments, 2000-2001

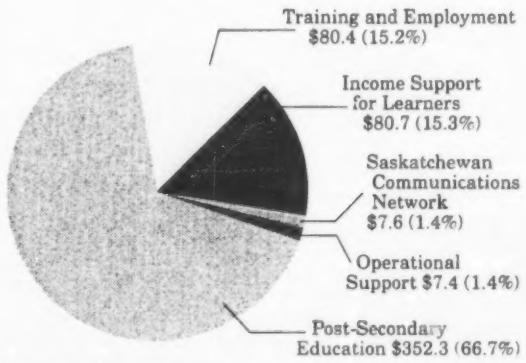
Goal 1: The province has a sustainable high quality post-secondary education, training and employment services sector.

Objective 1.1 Ensure effective leadership and governance.

The department worked in collaboration with sector partners to review and clarify roles, responsibilities and mandates.

- Undertook discussions on the specific mandates for the two universities.
- Developed a workplan and commenced implementation of Saskatchewan Institute of Applied Science and Technology (SIAST) Review recommendations, as outlined in *Building on Strength: Report of the SIAST Review Committee*.
- Developed a workplan to implement the recommendations set out in *Futures Close to Home: Report of the Regional Colleges Review Committee*.
- Completed the annual update of the four-year plan and budget for information and technology projects within the department and also developed an information technology security policy.
- Completed the separation of Shared Services Branches.
- Established and provided support to department Occupational Health and Safety committees located across the province.
- Managed 483 legislative and contractual documents, 8 Regulatory and 8 Legislative changes. Specifically, received approval of the Apprenticeship and Trade Certification Commission (Commission Selection) Regulations, and proclaimed both *The Saskatchewan Indian Institute of Technologies Act* (July, 2000) and *The Department of Post-Secondary Education and Skills Training Act* (September, 2000).
- Oversaw public expenditures on post-secondary education, skills training and employment services, totalling $528.4 million for programs, services and operating, and $56.7 million for capital. This funding was allocated to our partners as follows:

2000-01 Actual Expenditures
$528.4M


Training and Employment $80.4 (15.2%)
Income Support for Learners $80.7 (15.3%)
Saskatchewan Communications Network $7.6 (1.4%)
Operational Support $7.4 (1.4%)
Post-Secondary Education $352.3 (66.7%)

Source: Expenditure System

> The universities and their federated and affiliated colleges received $200 million in operating grant funding, $1.4 million in special initiative grant funding and $52.7 million in capital grant funding.

> $4.6 million was provided for the contracts with Gabriel Dumont Institute, SUNTEP, NORTEP and NORPAC.

Actual Costs (in thousands)	SIAST	ATCC	Regional Colleges
Operating grants	$ 61,541	$ 8,876	$ 11,306
SPMC	$ 15,421		
Capital including Special Warrant	$ 2,335		$ 1,775
Total	**$ 79,297**	**$ 8,876**	**$ 13,081**

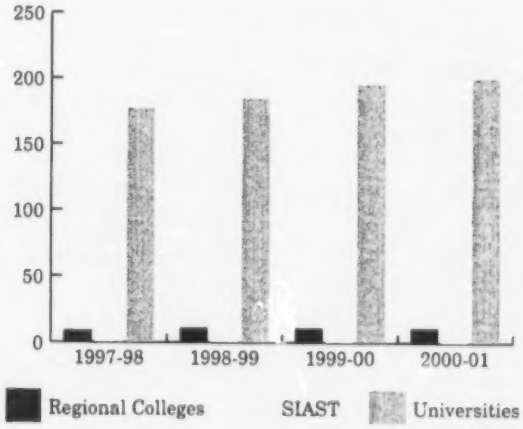
- Improved procedures to ensure timely, maximum revenue generation and collection on behalf of the province. Overall revenues increased by 4.2% to $55.1 million.

- Worked collaboratively with partners and stakeholders to develop and advance the sector strategic plan; to identify shared opportunities which support the sector plan; to improve services to students through the use of technology; and, to improve the cost-effectiveness of services delivered.
- Established a Post-Secondary Education and Skills Training/Francophone Liaison Committee.
- Commenced re-negotiations on a Western College of Veterinary Medicine Agreement.
- Developed a joint planning process to guide further development of the "Knowledge Corridor" in Regina.
- Developed the implementation plan for the connection of the department and the Regional Colleges to CommunityNet, which is a secure, province-wide high speed network, in order to support improved services to students including Internet access, online registration, and technology enhanced learning.
- Supported the development of a SIAST and Regional Colleges draft Partnership Agreement for the brokering of SIAST programs.
- Combined the Private Vocational Schools Program (PVS) Review Advisory Committee (PRAC) and Administrative Review Advisory Committee (ARAC) into one PVS Advisory Committee.
- Developed and implemented SaskJobs, a province-wide electronic system which "reads" selected job postings, over the phone, from the Job Order/Job Matching database.
- Developed and implemented an information system which issues Graduate Tax Credit Certificates to Saskatchewan graduates from qualified post-secondary education programs.
- Developed and implemented a Student Information System, that provides enrollment, registration, attendance tracking and academic records capabilities for the Regional Colleges. It also includes program and course scheduling, and links to their accounting systems to manage payments and refunds.
- Developed and implemented a management and program information system for the Apprenticeship and Trade Certification Commission (ATCC).
- The department delivered advice, guidance and recommendations in the areas of labour relations, staffing and compensation, performance management, and, communicated government expectations of the sector and coordinated communications strategies.

Trustee appointment, support and direction was provided throughout the year under review.

- Established the necessary processes so that trustee appointments/re-appointments occur in a timely fashion.
- Oversaw appointment and orientation of SIAST and Regional College Board Members and Apprenticeship and Trade Certification Commission Members.
- Signed and implemented the University Protocol Agreements to facilitate the identification of potential appointments to university Boards of Governors.
- Led the Council of Ministers of Education, Canada (chaired by Saskatchewan's Minister of Post-Secondary Education and Skills Training) and participated in the Forum of Labour Market Ministers.

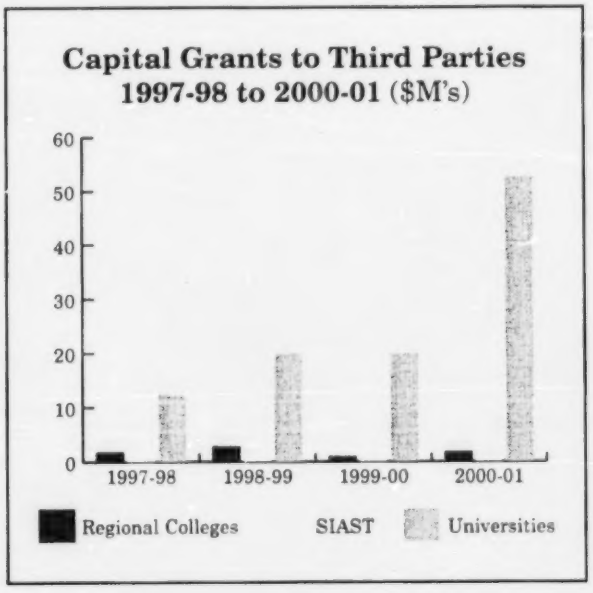
Operating Grants to Third Parties 1997-98 to 2000-01 ($M's)



Post-Secondary Education and Skills Training Actual Revenue (in thousands)

	1997-1998	1998-1999	1999-2000	2000-2001
Privileges, Licences and Permits	$ 265	$ 270	$ 235	$ 191
Sales, Services and Service Fees	$ 36	$ 43	$ 46	$ 40
Receipts from Other Governments	$ 12,174	$ 20,275	$ 52,143	$ 53,645
Other Revenue	$ 302	$ 1,178	$ 462	$ 1,247
TOTAL REVENUES	**$ 12,777**	**$ 21,766**	**$ 52,886**	**$ 55,123**

Source: Revenue System



The department provided $56.690 million in 2000-01 to the sector for capital.

Regional Colleges

Carlton Trail Regional College	$0.030
Cypress Hills Regional College	0.060
Parkland Regional College	1.241
Northlands College	0.018
North West Regional College	0.200
Southeast Regional College	0.126
Technology Enhanced Learning Initiatives	0.100
	$1.775

SIAST

Palliser Campus	$1.384
Wascana Campus	0.796
Technology Enhanced Learning Initiatives	$0.155
	$2.335

Universities

Sustaining Capital	$19.975
Major Projects	32.605
	$52.580
TOTAL	**$56.690**

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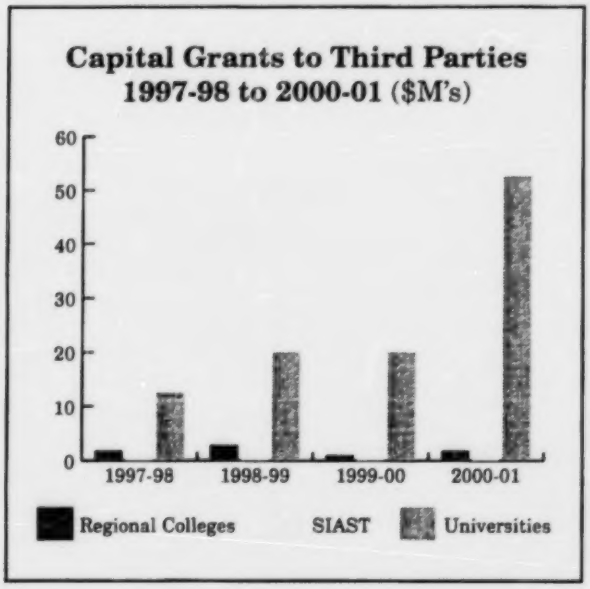

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Universities

Sustaining Capital	$19.975
Major Projects	32.605
	$52.580
TOTAL	**$56.690**

Objective 1.2 Continuous improvement through planning, aligning planning and resources, and performance measurement.

The department consulted with post-secondary partners to develop a Sector Strategic Plan consistent with the government-wide Accountability Framework and department performance plan.

- Continued implementation of the Accountability Framework using a sector-wide process. Further refinement of the environmental scan and, goals and objectives occurred. As well, performance measures were developed with baseline data and key indicators identified.
- Extended internal audit capabilities and developed a quality assurance approach for the department to support client services and administration.
- Ensured that all department communications strategies align with the department's strategic goals and objectives, and reflected government strategic communications plans and directions.
- Integrated the department's Sector Strategic Plan with other departments' strategic plans to achieve shared goals and objectives, including Agriculture and Food, Economic and Cooperative Development, Health, Education, Northern Affairs, and Social Services.
- Consulted with training institutions on the Sector Strategic Plan and refined accountability processes with SIAST and the Regional Colleges.
- Analyzed and approved the business plans of SIAST, Regional Colleges and Apprenticeship and Trade Certification Commission (ATCC).
- Oversaw SIAST Wascana Campus construction. The grand opening was held September, 2000.
- Developed preliminary financial, capital, information technology, human resource and communication plans within the performance management and accountability framework.
- Signed operating memoranda of understanding between the department and:
  - > Saskatchewan Education on common service arrangements;
  - > Apprenticeship and Trade Certification Commission to provide administrative and operational support; and,
  - > Human Resources Development Canada on the co-location of service delivery in North Battleford.
- Participated in the national survey of university tuition fees.
- Developed performance measures on retention and employment for private vocational schools (PVS).
- Completed PVS Report on Student Statistics.
- Assisted in the development of the SIAST Collective Agreement for Academic and Administrative Support, and the Regional College in-scope class plan. Both were ratified and implemented.
- Assisted in the development of a SIAST/ATCC Training Protocol and Pricing Policy.
- Collaborated on Information Technology (IT) planning across the sector, including negotiation of a Data Sharing Protocol Agreement between SIAST/Regional Colleges/ATCC/Post Secondary Education and Skills Training.
- Continued implementation of the Evaluation Policy and Framework including:
  - > a Provincial Training Allowance evaluation;
  - > initiation of evaluations on the JobStart/ Future Skills Program, the Canada-Saskatchewan Agreement on Labour Market Development, the Employability Assistance for People with Disabilities Program and the Construction Career Development Project; and,
  - > development of an evaluation framework for the evaluation of the Skills Training Benefit and Canada-Saskatchewan Career and Employment Services.

- Implemented a new approach and funding model for community-based organizations (CBOs). CBOs provide career and employment services across the province. Utilizing request-for-proposals, an interdepartmental review panel and mutually agreed upon outcome measures, multi-year career and employment services contracts will be awarded to CBOs in La Ronge, Regina, Saskatoon, Prince Albert, North Battleford, Yorkton and Weyburn.

- Convened two Government-Universities Consultation Committee meetings and one Universities Coordinating Committee meeting to review progress on the implementation of the university funding mechanism and the university mandate discussions.

Objective 1.3: Improve communications, reporting and public awareness.

The department coordinated communications planning with institutional partners to develop a sector-wide communications strategy which includes planning, information and resource sharing.

- Announced Centenary Fund support to Technology Enhanced Learning (TEL) at SIAST and all eight Regional Colleges.

- Engaged staff in managing change and resolving issues through the Union Management Committee (UMC) and a range of UMC subcommittees.

- Contributed to the development of a performance-based reporting system for the sector through:

  > development of a sector-wide public satisfaction survey; and,

  > implementation of a regularized polling process to measure public opinion and awareness over time to monitor the effectiveness of communications strategies.

- Coordinated public reporting of programs, services and accomplishments in the sector. Developed the department's 2000-01 annual report which is now based on sector-wide goals and objectives.

GOAL 2: The sector meets the needs of individuals and communities.

Objective 2.1: Maintain the capacity of Saskatchewan post-secondary institutions, programs and services.

The department works collaboratively with the sector to create an environment and opportunities where planned capacity continues to meet changing needs, through policy development, funding accountability and the administration of legislation and regulations respecting post-secondary education.

- Commissioned a study on the *Projected Demand for Post-Secondary Graduates in Saskatchewan* to examine the effects of long-term labour market trends on the demand for graduates.
- Undertook initial implementation of (DesRosiers) university funding framework and established Standing Committee on University Funding to refine the data elements in the framework.
- Commissioned a cost-benefit analysis and developed a draft Agreement for the Western College of Veterinary Medicine with British Columbia, Alberta, and Manitoba on a new inter-provincial agreement.
- Administered five inter-provincial health training agreements.

Technology Enhanced Learning (TEL)

- Increased the delivery of programs and services in locations, formats and at times that fit learner needs, including initial design of an integrated computer system for income support programs to ensure efficient and effective electronic support.
- Developed a Framework for a five-year TEL Action Plan and TEL Action Plan Updates (2001-2005). *Technology Enhanced Learning: An Action Plan for Post-Secondary Education and Training in Saskatchewan*, is a system-wide strategy for increasing the use of technology to enhance capacity, quality and accessibility in collaboration with the universities, SIAST, Regional Colleges and other partners. It includes a vision, goals, principles, key enablers and priorities for action.

  Key TEL collaborative projects include:

  > Initiation of development of "Campus Saskatchewan", an inter-institutional partnership to expand learning opportunities and services using the Internet. Work was begun to create a web site for the virtual campus, including online information on courses and programs offered in alternative formats, credit transfer, academic and technical services for learners.

  > Establishment of a working group with representatives from the Regional Colleges and the department to develop an implementation plan for a network of technology enhanced learning services in rural and northern Saskatchewan. The working group developed a vision and principles to guide the design of the services, conducted a gap analysis of existing resources and requirements for the new network, and researched best practices in other jurisdictions. A draft implementation plan was produced.

  > Working with post-secondary institutions to develop proposed approaches for enhancing faculty development and support, learner support services, and technical infrastructure to advance technology enhanced learning. Reports from the task team pointed to a number of opportunities for inter-institutional projects, policies and actions in the future.

Institutional Enrolments

- Registered five new Private Vocational Schools (PVSs) for a total of 55 schools; 43 new PVS programs for a total of 337 programs.

	Number of Full-Time Enrolments
Vocational Training	3,100

- Received and assessed Regional Colleges enrollment data:

Category	Number of Enrolments
Vocational/technical, basic education, university courses and programs	14,343
Community and individual development courses	19,389
Total	33,732

- Received and analyzed enrollment data from the University of Saskatchewan and University of Regina:

Institution	Full-Time Students	Part-Time Students	Degrees/Certificates/ Diplomas Issued
University of Regina	8,764	3,015	1,816
University of Saskatchewan	14,676	3,155	3,698
Total of both universities	23,440	6,170	5,514

- Collected SIAST enrollment data as follows:

Program	Full-Time*	Part-Time**	Course Registrations***
Certificate/Diploma (on campus)	4,994	511	
Apprenticeship			2,148
Adult Basic Education	2,161	229	
Extension	1,894	838	28,146
Future Skills	366	81	3,541
Full-time Equivalent			10,322

*** Full-Time Student:** A registered student who is actively pursuing a minimum of 18 hours per week (60% of 30 hours per week), or 60% of the standard performance rate for competency-based programs. Except for apprenticeship and applied certificate, the minimum program duration is 12 weeks.
**** Part-Time Student:** A registered student who is actively pursuing less than 18 hours per week, or less than 60% of the standard performance rate for competency-based programs.
***** Course Registrations:** Registrations in individual courses by students not specifically registered in a Certificate or Diploma program.

- SIAST Graduates/Programs/Courses offered:

Categories	Total
Number of Diploma Graduates	868
Number of Certificate Graduates	2,607
Total Number of Graduates	3,475
Number of Diploma/Post Diploma Certificates offered	54
Number of Certificate/Advanced Certificate/Applied Certificate offered	129
Number of Apprenticeship Programs/Courses offered	27
Number of Transcripts offered	9

- Apprenticeship and Trade Certification Commission:

Categories	Total
Registered Apprentices	5,367
Designated Trades	46
Apprentices Receiving Technical Training	2,764
Trade Experience Assessments completed	15,000
Provincial Journeyperson Certificates Issued	191
Interprovincial Journeyperson Certificates Issued	778
Apprentices Receiving Skills Training Benefit	1,600

- Implemented processes and guidelines to direct $1.0 million in funding for technology enhanced learning to online course development. Proposals for 29 new online courses in a range of fields of study were approved. Areas of concentration included arts and science, academic preparation, computer science, health sciences, biotechnology, Aboriginal justice and languages, and special education. Institutions collaborated in identifying and selecting their course priorities to produce an integrated array of choices for students. Progress in developing and offering courses that are primarily online from Saskatchewan post-secondary institutions: 38 courses available; 54 courses under development.

- Identified priorities for course development and televised delivery via the Saskatchewan Communications Network (SCN) through a collaborative process involving the department, post-secondary institutions, SCN and Saskatchewan Education. In 2000-01, a total of 37 post-secondary credit courses were offered at SCN broadcast sites in rural and northern areas using 900 hours of satellite time.

Objective 2.2: Increase participation and employability of underrepresented groups to contribute to a representative workforce.

The department provided a broad base of options designed to provide flexibility to accommodate individuals with particular needs (e.g. Aboriginal people, visible minorities, people with disabilities, youth), or those on government income assistance though Basic Education, Work-based Training for the Unemployed, Institutional Quick Response and Employment Programs (see table on Page 17). Accommodations include part-time as well as full-time training and employment opportunities, special projects targeted to specific equity groups or youth, and individualized programming that might include a mentor or job coach.

Aboriginal Initiatives

- Developed and began to implement a comprehensive Aboriginal Education and Training Action Plan in collaboration with First Nations and Métis governments and organizations to improve the participation and success of Aboriginal people in post-secondary education and employment.

- The Multi-Party Training Plan Phase II continues the goals of Phase I in preparing people in the northern region of Saskatchewan for mineral sector jobs and helping them to obtain economic benefits of providing goods and services to the mining industry.

  > By the end of the third year of the Plan, the partners had funded over $10 million in training programs, trainee support, stay-in-school awards, post-secondary scholarships, and mine-related business promotion. Over 870 training seats were funded, the majority (65%) in academic upgrading such as Literacy, Basic Education, Adult 12, and Grade 12 math and sciences. Over 370 training certificates were awarded in apprenticeship, technical, and skills training and academic upgrading.

  > 80% of all enrolments were of Aboriginal ancestry.

> 30% of direct employees of mining companies have completed training under the Plan. Other trainees work for their First Nations, for small businesses, or are continuing their academic upgrading or post-secondary education.

> The Plan has helped to increase the number of Aboriginal people employed by the mining companies: 42% of the mine sites' has doubled to approximately 800 persons and major strides have been made in increasing the skill levels of northerners in the workforce.

- Developed a Memorandum of Understanding between Saskatchewan Indian Federated College (SIFC), SIAST, University of Saskatchewan, the Northern Inter-Tribal Health Authority, and the department to establish a Health Science Access Program involving 40 Aboriginal students as well as explore the development of a Northern Nursing Education Program in Prince Albert.
- Signed the Dumont Technical Institute/SIAST Protocol Agreement to broker SIAST programs.
- Completed negotiations for a new salary plan and contract with Gabriel Dumont Institute (GDI).
- The Saskatchewan Urban Native Teacher Education Program (SUNTEP) program offered through the GDI in Prince Albert, Saskatoon, and Regina had 31 students graduate with a Bachelor of Education degree in 2000-01. There were 212 students in the program as at September 30, 2000.
- Completed negotiations for a new contract with the Northern Teacher Education Program (NORTEP). The NORTEP/NORPAC teacher education program in La Ronge had a total of 150 students registered as of September 30, 2000. Eleven students graduated with a Bachelor of Education degree in 2000-01.

Disability Initiatives

- Worked with other provincial departments and the federal government to develop and implement the employment strategy for people with disabilities.
- Provided support to 1,478 individuals with disabilities in education and training programs linked to employment. Of these, 422 people received a psycho-educational, vocational or work assessment. Funding for disability-related costs associated with education and training included living allowances, transportation, books, and training materials. The total expenditure was $4.806 million. An additional $511,000 was provided to support the delivery of vocational counseling services through seven disability organizations across the province.

Training and Employment Programs: Participation of Designated Groups 2000-2001

	People with Disabilities*	Visible Minorities*	Youth **	Aboriginal ***
Basic Education	4.7%	4.2%	38.4%	51.9%
JobStart/FutureSkills				
Work Based Training For the Unemployed	0.3%	1.8%	35.9%	5.9%
Institutional Quick Response**	2.6%	0.5%	29.5%	32.4%
Employment Programs* **				
Work Placement	8.5%	2.2%	19.7%	27.0%
Community Works	16.5%	2.2%	19.9%	45.9%
Bridging	10.8%	6.0%	26.6%	47.3%
Self Employment	4.5%	2.8%	32.5%	19.2%
All Programs	6.8%	2.8%	28.9%	32.8%

Note: *Information based on voluntary self-declaration at time of program entry.
**Youth defined as under 25.
***Participation in the Multi-Party Training Plan (MPTP), Forestry Training was 85.0% Aboriginal.

Training and Employment Programs: Participation by Gender 2000-2001

	Male	Female
Basic Education	30.7%	69.3%
JobStart/FutureSkills		
Work Based Training For the Unemployed	58.1%	54.4%
Institutional Quick Response	41.9%	45.6%
Employment Programs		
Work Placement	60.5%	54.0%
Community Works	45.2%	57.7%
Bridging	39.5%	46.0%
Self Employment	54.8%	42.3%
All Programs	51.5%	48.5%

- Prior to entering training and employment programs, approximately 42.8% of individuals were on Employment Insurance benefits or EI Reachback eligible and 42.4% were in receipt of provincial social assistance benefits.

Training and Employment Programs: Participation by EI/SAR Status Prior to Enroling 2000-2001

	EI Active/ Reachback	SAR	EI/SAR*
Basic Education	2.2%	69.9%**	N/Av.
JobStart/FutureSkills			
Work Based Training For the Unemployed	27.5%	34.3%	2.2%
Institutional Quick Response	–	6.4%	N/Av.
Employment Programs			
Work Placement	62.9%	45.7%	13.9%
Community Works	52.3%	61.2%	19.8%
Bridging	28.0%	62.6%	8.0%
Self Employment	84.0%	17.1%	6.3%
All Programs	42.8%	42.4%	10.0%

Note: *EI/SAR includes individuals who are EI Active/Reachback and SAR.
**Includes individuals in receipt of PTA.

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Note: *EI/SAR includes individuals who are EI Active/Reachback and SAR.
**Includes individuals in receipt of PTA.

- Completed Employability Assistance for Persons with Disabilities (EAPD) Multi-Year Plan for submission to federal government and an EAPD evaluation.
- Implemented changes to EAPD policy and procedures including modifications to the Student Financial Assistance Program.

Employment Equity Initiatives

- Based on voluntary self-declaration at time of application into training and employment programs, approximately 6.8% of individuals participating are persons with disabilities and 2.8% are visible minorities.
- Supported the development, implementation and monitoring of equity policy and plans to achieve a representative workforce and increase the participation and success of underrepresented group members within the sector.
- Encouraged employers to consider people from all groups, using fair and equitable practices. Employers participating in Work Based Training for the Unemployed are encouraged to hire trainees from equity groups. In cases where the employer is hiring more than 10 new employees, the employer is expected to provide within their proposal a recruitment plan to facilitate equity group participation.
- Employment Programs work with employers by identifying job opportunities for equity group members and promoting equity group members to employers.
- Established a department Employment Equity and Diversity Committee to advise senior management on achieving a diverse workforce within the department through a workforce strategy and workplan. It focuses on recruitment; retention; education and awareness; communication and promotion; and the elimination of systemic barriers.
- Exceeded the short-term recruitment employment equity goals established for the year 2000 and hired 65% of summer students from the Centennial Summer Student Employment Program who were employment equity designated group members.

Objective 2.3: Maintain financial accessibility to post-secondary programs, services and employment.

Student Financial Assistance

The department reviewed and adjusted the current array of income support policies and programs, including, Student Financial Assistance, the Provincial Training Allowance, Skills Training Benefit and Graduate Tax Credit programs, to improve financial access to higher education.

- Analyzed provincial approach to lender financing, harmonization, default reduction, designation, and sustainability of the Student Aid Fund, including:
  - > completing the conceptual design of the Integrated Income Support System. This information system will integrate the five existing systems for Student Loans, the Provincial Training Allowance, Skills Training Benefit, Apprentice Training Allowance, and Employability Assistance for People with Disabilities, which will support the transfer of responsibilities for providing student loans from the Royal Bank of Canada to a new service provider; and,
  - > developing and implementing a contingency plan to ensure that the existing student loans system will continue to support client service when the current lender financing agreement with the Royal Bank of Canada ends.
- The Royal Bank indicated that it would not be renewing the five-year risk-sharing agreement with the Province after its expiry on July 31, 2001, leaving the province with the responsibility for financing and administering the Saskatchewan Student Loans Program. The department obtained permission to proceed with negotiations with the federal government to integrate the delivery of the Canada and Saskatchewan Student Loans Programs. The goal is to have the simplicity of a single loan, better service, reduced administration costs and improved interest relief and debt reduction benefits for students who run into difficulties with repaying their loans.

- Developed and implemented a more accessible, user friendly information and application process for student loans.

Student loan assistance has increased annually as follows:

Year	Type of Loan	Number of Students	Amount Received
2000-01	Saskatchewan Student Loan	16,566	$59,780,831
1999-00	Saskatchewan Student Loan	16,246	$57,201,028
2000-01	Canada Student Loan	16,664	$72,754,100
1999-00	Canada Student Loan	16,384	69,681,009

- In 2000-01, $37,637,794 in debt reduction benefits were applied to federal/provincial student loans. For example, of every $1.00 loaned to students, Saskatchewan provided $0.42 in bursaries and grants to reduce student debt as follows:

Type	Number of Students	Amount
Saskatchewan Student Bursaries	9,525	$17,275,610
Canada Study Grants	3,231	$4,215,255
Saskatchewan Study Grants	2,166	$3,996,882
Loan Remission	959	$1,985,984
Loan Forgiveness for courses which started prior to August, 1, 1998	105	$392,063
Canada Millennium Scholarship Foundation in the second year of this ten-year program	3,754	$9,772,000

- There were 484 students with permanent disabilities, high need part-time students and women doctoral students who were offered $1,351,588 in assistance under the Federal/Provincial Study Grant
- There were 4,613 borrowers who received $631,516 in interest and repayment relief.
- An evaluation of the Provincial Training Allowance has been completed and changes are being prepared for implementation in the coming year. In 2000-01, there were 4,804 students who received $18,507,606 in Provincial Training Allowance funding.
- There were 3,277 Employment Insurance clients which received $13,567,448 to undertake training under the Skills Training Benefit Program. An evaluation plan for the Skills Training Benefit Program has been developed.
- Implemented the post-secondary Graduate Tax Credit with certificates issued, Regulations approved and an IT system support in place. Issued 10,310 tax credit certificates, totalling $3,608,500 to all the graduates whose names were supplied electronically by post-secondary institutions, as well as some individual applications which were sent directly to the department. Individual applications for the 2000 taxation year continue to be processed.
- The department designated 128 institutions — designation is the process by which educational institutions are deemed eligible for certain government programs, such as student loans.
- Established eligibility criteria for the post-secondary component of the Centennial Summer Student Employment Program.

Objective 2.4: Increase the success of individuals in programs and services.

Worked collaboratively with the sector on retention and success strategies and supported a post-secondary education and training system in which 4,936 degrees, 1,638 diplomas, 2,504 certificates, and 983 journeyperson certificates were awarded.

- Provided $779,775 in literacy funding through the Basic Education Consolidated Fund to SIAST, Regional Colleges, and six community organizations to coordinate adult literacy programs and services. Over 2,500 learners in the province benefited from participation in these programs.
- Gathered data on 4,899 enrollments in basic education programs delivered by SIAST, Regional Colleges and Dumont Technical Institute. Basic Education includes academic preparation and programs that teach basic life skills, job readiness skills and career planning. Academic programs include Literacy, General Educational Development (GED), English as a Second language (ESL), Adult 10 and Adult 12.
- Recorded, in the 2000 calendar year, that 2,315 individuals wrote one or more of the five General Education Development (GED) tests and 1,438 received a GED grade 12 equivalency certificate.
- Supported the coordination and development of 18 projects delivered by community based organizations through the Family Literacy Initiative, at a cost of $300,000. Nearly 800 adults and youth participated in this initiative.
- Coordinated a three-day site visit to Saskatchewan by the Organization for Economic and Cooperative Development (OECD) Thematic Review of Adult Learning team. The report to be released in 2001-2002.
- Developed a standard client assessment process to support effective career planning and decision-making of learners in basic education, and career and employment services programs.
- Undertook a Private Vocational School Graduate Employment Survey. For the period July 1, 1999 to June 30, 2000, net enrolment was 3,032 with a graduate employment rate of 78.54% within 6 months.
- SIAST Graduate Employment data reflects that, of SIAST graduates responding, 92% were employed, 82% were working in a training-related occupation, 93% were working in Saskatchewan, and, $2,049 was the average monthly salary in full-time training related job.
- Public training institutions reported that 60% of their total full time enrollments in basic education programs completed their courses of study in 1999-01. Of this group, 84% gained employment or went on to further training. (Follow-up surveys for 2000-01 will not be available until December, 2001).
- Follow up surveys of JobStart/Future Skills employers indicated that 92% of participants who completed Workbased Training for the Unemployed were still working 60-90 days after the training was completed: 82% were with the same employer and 10 percent were with a different employer.
- Of students contacted, Regional Colleges and SIAST reported that 65% of graduates/ completers of Institutional Quick Response training programs were employed 60-90 days after graduation. An additional 7.4% went on to further training.
- In the Employment Programs, 41.7% of participants were employed immediately after program completion and 3.9% accessed further training.
- Employment results of programs vary as some individuals may be referred to other, more appropriate interventions. Employment outcomes also vary depending on the clients entering the programs and the difficulties or significant barriers they face in obtaining work.
- As a result of an independent evaluation of the province's basic education programs, the department is reviewing and redesigning the way basic education is delivered.
- The department is developing a provincial literacy strategy, including a review of the current literacy approach. A Steering Committee made up of the department and other interested parties was formed to oversee the process.

Training and Employment Programs: Placements and Expenditures 2000-2001

	Placements*	Expenditures
Basic Education		
Basic Education	4,899	$ 12,162,000
Literacy	3,315	$ 1,079,775
General Education Development	2,315 (Tested) 1,438 (Received Certificate)	N/Applicable
Employability Assistance for Persons with Disabilities	1,478	$4,805,845

* Actual number of people placed in the fiscal year.

- Participated in and supported the Human Services Integration Forum. Through this forum, new approaches were piloted in the areas of youth at risk and assisting low-income individuals to secure employment. As well, worked closely with Human Resources Development Canada to explore partnerships and arrangements that will better serve mutual clients.
- Established a mechanism for continuous monitoring, updating and refreshing of *SaskNetWork* and One Client Service Model (OCSM). *SaskNetWork* is a career, employment and labour market web site which provides increased access to information to support people in making their career plans and obtain training or employment. During the year, there were 2,435,296 user sessions on *SaskNetWork*. A link was also made to the provincial Francophone web site.
- Staff served a total of 9,640 callers on the Career Information Hotline during the year, compared to 9,236 callers in the previous year. The Hotline coordinated the distribution of over 117,000 career resources throughout the province to high schools, post-secondary institutions and community-based organizations.
- Contractual arrangements were made with public post-secondary institutions to:
  - > provide career and employment counseling to individuals through the Canada-Saskatchewan Career and Employment Services offices. These services assist individuals in setting and reaching career goals and provide guidance on decisions related to training and employment. During the fiscal year, 10,492 requests for counselling were received.
  - > facilitate specialized career and employment services outside the Canada-Saskatchewan Career and Employment Services offices. Referrals to community-based organizations provide individuals with the specialized supports needed to address specific barriers to employment. Over 8,000 individuals received these types of services.
- Improved client service in Canada-Saskatchewan Career and Employment Services offices through technology and other means. Delivered services to over 29,000 individuals through the 20 Canada-Saskatchewan Career and Employment Services offices. Of the total individuals served, over 15,000 were new clients.
- Provided service to 12,238 EI clients to assist them with re-entering the labour market.

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- Assisted in the development of effective partnerships at the local and/or regional level to:
  - > identify the needs of the labour market;
  - > develop innovative approaches to support job creation; and,
  - > develop human resource strategies through the Regional Planning Partnerships Program. Approved twenty-two partnership projects at a cost of $332,928.
- Responded to the training needs of individuals in order to meet the emerging employment skills of industry and employers through the JobStart/Future Skills program. The program consists of Work Based Training for the Unemployed, Industry Quick Response Training, Sector Partnerships and Regional Planning Partnerships.
  - > Supported 1,467 work based training opportunities at a cost of $3.982 million through the Work Based Training for the Unemployed Program.
  - > Facilitated 2,289 students' access to credit training through SIAST, Regional Colleges and Dumont Technical Institute through Institutional Quick Response Training. Program expenditures were $9,907,694 (April 1, 2000 – March 31, 2001). In previous years, numbers were reported on an academic year.
- Provided five options (Work Placement, Community Works, Bridging, Self Employment, and Job Development Services) designed to meet the employment and training needs of Employment Insurance clients and people on provincial social assistance through Employment Programs. During the past year, the Employment Programs expended $9.987 million to assist over 4,400 Saskatchewan people access employment.

GOAL 3: The sector meets the needs of employers and industry, and contributes to economic growth

Objective 3.1: Improve the responsiveness of the sector to develop and maintain a skilled workforce.

The department works with sector partners to meet changing labour market needs through programs, planning, research and information sharing, and evaluation of needs and outcomes.

The employment rate of the working population, from the *Labour Force Survey, 2000*, is:

Employment Rate (Working Population)	Percent
Age 15+ with high school	74.1%
Some post-secondary	66.7%
Post-secondary certificate or diploma	74.6%
University degree	80.5%

- Expanded the Nursing Education Program of Saskatchewan (NEPS) by 80 seats. Established an Aboriginal Nursing Working Group which developed alternative retention/recruitment strategies.
- Progressive implementation of SIAST and Regional Colleges Review recommendations proceeded. These statutory reviews are valuable, pro-active planning tools that will help the post-secondary education training and employment sector meet the future needs of learners and industry.

Training and Employment Programs: Placements and Expenditures 2000-2001

	Placements*	Expenditures
JobStart/Future Skills		
Work Based Training for the Unemployed	1,064	$ 3,982,080
Institutional Quick Response	2,289	$ 9,907,694
Sector Partnerships	N/Applicable	$ 183,700
Regional Planning Partnerships	N/Applicable	$ 332,928
Employment Programs		
Work Placement	1,025	$ 2,436,245
Community Works	861	$ 3,241,417
Bridging	2,266	$ 3,343,587
Self Employment	286	$ 965,529
MPTP — Forestry Training	260	$ 714,678
MPTP — Mining	360	$ 950,000**

*Actual number of people placed in the fiscal year.
** Includes $300,000 through bilateral agreements with Human Resources Development Canada.

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	Placements*	Expenditures
JobStart/Future Skills		
Work Based Training for the Unemployed	1,064	$ 3,982,080
Institutional Quick Response	2,289	$ 9,907,694
Sector Partnerships	N/Applicable	$ 183,700
Regional Planning Partnerships	N/Applicable	$ 332,928
Employment Programs		
Work Placement	1,025	$ 2,436,245
Community Works	861	$ 3,241,417
Bridging	2,266	$ 3,343,587
Self Employment	286	$ 965,529
MPTP — Forestry Training	260	$ 714,678
MPTP — Mining	360	$ 950,000**

*Actual number of people placed in the fiscal year.

** Includes $300,000 through bilateral agreements with Human Resources Development Canada.

- Sponsored an independent evaluation of the JobStart/Future Skills Program. The evaluation surveyed former and present trainees, employers, community stakeholders and program delivery personnel. Results from the evaluation indicate that 86% of employers are satisfied with the training program and 88% of former trainees were employed at some point following their training program.

- General Education Development (GED), an international testing program for adults who have not completed high school is undergoing significant changes to respond to the changing needs of the labour market and improved standardized curriculum and assessment practices. In order to ensure a smooth transition to the new GED 2002 Test series, the department has implemented a province-wide advertising campaign of test changes and sent letters of notification.

- Provided timely labour market information and analysis, including an Electronic Data Storage and joint Labour Market Information strategy with Human Resources Development Canada (HRDC).

- Completed a needs assessment with the post-secondary sector as a basis for development of a Labour Market Planning and Information Strategy.

- Completed the *Saskatchewan Employment Demand Forecast 2000*, which provides a five-year outlook for industry and occupational employment.

- Supported implementation of the three-year federal/provincial/territorial Labour Market Information Action Plan for a more coherent approach to the development and delivery of quality labour market information.

Objective 3.2: Increase employer and industry involvement in human resource planning and development.

The department developed and implemented collaborative and strategic plans within the sector to make the best use of human resources.

- Increased planning and coordinated implementation of industry sectoral needs assessments.

- Encouraged industry sectors to work with training institutions and community stakeholders including labour, Métis, and First Nations organizations to design and implement sectoral human resource planning and development strategies through the Sector Partnership initiatives. Nine sector studies have been completed in 2000-01, with an additional nine projects still in progress. Some industry sector partnerships fostered through the program include aviation, food processing, agroforestry, health care, and road building/heavy construction.

- Included in several of the projects funded under Sector Partnerships are new strategic approaches to addressing issues such as retention rates, mobility of workers and learners, and expanding access for learners through technology enhanced learning. As examples, the Saskatchewan Recording Industry Association (SRIA) is in the process of developing on-line delivery of training courses, and the Outfitters Association is working to implement Prior Learning Assessment and Recognition (PLAR) strategies within the industry.

- Established a Multi-Party Training approach for forestry training based on the recommendations of industry. The Forestry Training Sub-Committee of the Northern Labour Market committee will oversee the funding of training proposals with support from the department, to deliver approximately 20 training programs to provide 260 training on-the-job opportunities with northern employers, the majority of whom are First Nations and Métis organizations.

- Enhanced industry, sectoral and regional labour market planning through needs assessment and planning processes in each of the five Regional Services Branch regions, including:

  > Posting over 10,800 job orders through the provincial job order/job matching system *SaskJobs*. Employers posted over 1,700 of the job orders themselves. Job postings are also available to individuals over the telephone. The *SaskJobs* Integrated Voice Response telephone system received over 57,000 calls during the fiscal year.

  > Working closely with a broad spectrum of partners, including employers, to establish a variety of planning forums across the province. The Regional Planning Partnerships Program approved 22 projects and will continue to support and encourage employers and other partners to identify local labour market needs.

  > Approved 303 projects with 219 employers approved to train unemployed individuals for on-going employment in the Work Based Training for the Unemployed program JobStart/Future Skills). Employers contributed over $4.2 million to the costs of training. Employer involvement in training included a number of expanding industry sectors in the province such as tourism and hospitality, film and culture, information technology, forestry, manufacturing, agri-value and transportation. This program also works closely with the Department of Economic and Co-operative Development to support initiatives to attract new businesses to the province and to assist existing companies with expansion opportunities.

  > Approved 238 Institutional Quick Response credit training programs for delivery throughout urban, rural and northern Saskatchewan by SIAST, Regional Colleges and Dumont Technical Institute (JobStart/ Future Skills). Training programs were implemented in collaboration with employers/ industry to meet their immediate and emergent training needs for skilled workers. Training was provided in program areas such as health care, transportation and hospitality and services.

  > Approved 509 projects with 448 employers under the Work Placement Program (Employment Programs), as well as 431 projects approved with 350 municipalities and non-profit community based organizations under the Community Works Program. Financial assistance and employment related support costs were provided to employers to assist with the costs of hiring and training individuals on Employment Insurance and provincial social assistance.

- Developed an industry revenue generation/ government partnership model for investment in apprenticeship training. The department continued to assist the Apprenticeship and Trade Certification Commission with a plan for administrative independence and expanded apprenticeship.

Objective 3.3: Increase the mobility of learners and workers within and outside the province.

The department worked with sector partners to ensure learners and workers realized job and educational opportunities through greater recognition of their acquired skills and knowledge.

- Supported labour mobility and recognition of learning through provincial credit transfer and Prior Learning Assessment Recognition (PLAR):

  > Supported the Saskatchewan Labour Force and provided in-kind funding. The Saskatchewan Labour Force Development Board's (SLFDB) PLAR Services Project (Oct. 2000 – March 2002) has two main goals:

  - Building capacity for a sustainable PLAR system in the province through the promotion, coordination, professional development and delivery of PLAR services.
  - Creating services to support individuals seeking assessment and recognition of non-formal learning.

Credit Transfer/PLAR Activities

> Credit Transfer activity at SIAST:

Type	Number of Applications*	Number Granted Transfer
SIAST courses	94	356
Non-SIAST courses	313	733

* Note that multiple transfer credit requests are often requested in a single application.

> Percentage of non-SIAST courses which were granted transfer credit:

Place Course is From	Per cent
U of S and U of R	61%
Other Post-Secondary Institutions in Saskatchewan	15%
Post-Secondary Institutions outside of Saskatchewan	14%
Miscellaneous Organizations (i.e. Red Cross Society)	7%
Outside of Canada	3%

> Prior Learning Assessment and Recognition (PLAR):

Description	Total Number
Applicants for PLAR	224
Courses Challenged for PLAR credit	559
Successful PLAR credits granted	402
Unsuccessful PLAR credit (not granted)	16
Pending PLAR credits (credits in progress at time of report)	141

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- Led provincial implementation, in cooperation with other departments, of the labour mobility chapter of the Agreement on Internal Trade. Saskatchewan regulated occupations and trades were well along the path of ensuring compliance with the labour mobility chapter of the Agreement on Internal Trade. Most occupational consortia had developed Mutual Recognition Agreements to recognize extra-provincial qualifications and were reviewing and finalizing drafts as of March 31, 2001.

- Facilitated program bridging (credit transfer) initiatives between the universities and SIAST.

- The department designed a pilot project to support farmers re-entering the labour market which has been submitted to Human Resources Development Canada, for review under the Older Worker Initiative to assist older farmers who need to diversify their operations or change their occupation. Other partners involved in this initiative include: Saskatchewan Agriculture and Food; SIAST, Woodlands Campus; Cumberland Regional College; Saskatchewan Labour Force Development Board; and Agriculture and Agri-Food Canada.

GOAL 4: The sector contributes to the discovery, integration, application and transfer of knowledge.

Objective 4.1: Recognize and promote the value of basic research, and increase research and development to support provincial priorities.

The department worked with sector and other partners to ensure that provincial research and development opportunities were realized and provincial priorities were reflected.

- In partnership with the Department of Economic and Cooperative Development, developed an approach to support Canada Foundation for Innovation (CFI) projects.
- Contributed to the development of a provincial framework for research and development through a review of the relationships between individual government departments and the universities, and commissioning of a consultant report assessing research and development activities in the province.

Objective 4.2: Increase the use of research and technology to support social and economic development.

Encouraged and supported partnerships in research and development among universities, SIAST, governments, agencies and the private sector, including a high speed link for Strategic Research Networks in Education and Training (SRNET).

Appendix A

Department Goals and Objectives for 2001-02

GOAL 1: The province has high quality post-secondary education, training and employment programs and services.

Objective

1.1 Ensure an effective learning environment.

1.2 Ensure effective leadership, management and accountability.

1.3 Ensure public and stakeholder awareness of and confidence in the sector.

GOAL 2: The sector meets the needs of individuals and communities.

Objective

2.1 Support capacity to respond to existing and anticipated demand appropriate to the needs of individuals, communities and the economy.

2.2 Increase the participation of under-represented groups to enhance their employability and to contribute to a representative workforce.

2.3 Enhance access to post-secondary programs and services.

2.4 Increase the success of individuals in programs and services.

2.5 Increase the knowledge and skills of the Saskatchewan population.

GOAL 3: The sector meets the needs of employers and industry, and contributes to economic growth.

Objective

3.1 Contribute to the development and maintenance of a workforce responsive to the economy.

3.2 Increase employer and industry participation in planning and investment in education and training.

3.3 Support the mobility of learners and workers within and outside the province.

GOAL 4: The sector contributes to the discovery, integration and application of knowledge.

Objective

4.1 Recognize and promote the value of research and development.

4.2 Increase the transfer and commercialization of research and technology to support provincial priorities.

Changes in the goals and objectives reflect the collaborative planning process and ongoing discussions with sector partners.

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